



Women's History Month - Women's struggle for equity in employment

According to the International Labor Organization (ILO), the current global labor force participation rate for women is 49%, compared to men at 75%. That is a difference of 26 percentage points, with some regions the difference is as high as 50 percentage points. Around the world finding a job is much harder for women as compared to men. When they do find one, it mostly in the low paying, monotonous and vulnerable unorganized sector like domestic workers, agricultural workers and the like.

Stereotypical gender roles, work family balance, lack of safe transportation specially in developing countries and lack of affordable care options for their children are some of the key factors affecting women's equity in labor participation. Read: <https://www.ilo.org/infostories/en-GB/Stories/Employment/barriers-women#persistent-barriers>

As soon as an economic crisis hits, women are affected much harder than men. Being employed mostly in the informal sector, they have less access to social protections, earn less and have fewer savings.

The COVID 19 pandemic will push 96 million people into extreme poverty by 2021, 47 million of whom are women and girls. This will bring the total number of women and girls living on USD 1.90 or less, to 435 million. Read: <https://www.unwomen.org/en/news/stories/2020/9/feature-covid-19-economic-impacts-on-women>

Pay equality for women will remain a distant dream for many women around the world as they struggle with low paying jobs and discriminatory mind sets.

Creating smart policies to remove barriers that women face in their quest to achieve better employment will not just be good for them but for the entire global economy.